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ABSTRACT

In 1996, San Diego Mesa College conducted a study investigating the efficacy of their vocational programs in preparing students for the labor market. Economic gains were examined by tracking student wages and employment rates for three years after graduation through the Post-Education Employment Tracking System (PEETS). Findings indicated that Mesa College students who completed a vocational program were slightly more likely to be employed for a longer term (68.7% compared to 60.2%) and had a faster rate of wage gain than those who did not. Students under the age of 25 received a greater wage gain than older students; their wages had increased by 38.5% three years after college. Non-minority students had slightly higher wages than minority students three years out of college, $29,359 per year compared to $25,168. Though a greater number of female students than male acquired had more long term employment and earned rapid wage increases, male students earned a slightly higher average wage. Nursing students showed the highest employment rates. The average wages of Mesa College students were slightly lower than the average wages for San Diego and aggregate California community college students. Appendices include separate wage rate tables for vocational students under 25, and for all ages. (YKH)

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Table of Contents

	Page
List of Tables	i
Background	1
Method	1
Findings and Discussion	2
• Efficacy of the Post-Education Employment Tracking System (PEETS)	2
• Comparison by Education Attainment	3
• Comparison by the Demographic Characteristics	4
1. Age Group	4
2. Ethnicity	6
3. Gender	7
4. Disability Status	8
• Comparison of Wages by Major Field	8
• Comparison to Other Colleges	8
Summary	10
References	11
Appendices	12

List of Tables

Table		
1	Numbers and Percentages of Students Whose Record were Available via PEETS	2
2	Wages of Former Students Who Participated in a Vocational Program	3
3	Wages of Former Students Who Participated in a Vocational Program and Earned More than the Average Total Manufacturing Wages in California	4
4	Post-College Wages and Employment Rates by Age Group	5
5	Wages of Mesa College Students by Age And Educational Attainment	5
6	Post-College Wages and Employment Rates by Ethnicity	6

List of Tables Continued

Table		Page
7	Wages by Ethnicity and Vocational Degree Attainment	6
8	Post-College Wages and Employment Rates by Gender	7
9	Wages by Gender and Vocational Degree Attainment	7
10	Wages of Mesa College Students by Major Field	8
11	Comparison of Wages between San Diego Mesa College Students with the Aggregated California Community Colleges Average	9

Appendices

A-1	Wages and Employment Rates by the Number of Units Completed - All Ages	12
A-2	Wages and Employment Rates by the Number of Units Completed - Under 25 Years Old	13

Post-College Wages and Employment Rates

San Diego Mesa College 1990-91, 1991-92

Background

In the late 1980's, there was a growing social and political concern that California Community Colleges' was failing to provide a open door to higher education for California's increasingly diverse population. Various studies suggested differential outcomes of students from historically underrepresented groups, and legislators were concerned over the quality and equity of the community college system. In following years, several policies and initiatives were implemented to mandate colleges to report student educational and occupational outcomes: State Model Accountability System (AB1725), the Joint Commission on Accountability (JCAR), Senate Bill 645 (School Report Cards), and the Student Right to Know legislation.

Under the State Model Accountability System (AB1725), colleges are required to collect and report data on student educational and occupational success as well as their access and satisfaction. Under SB645, colleges are to report vocational placement rates. The Joint Commission on Accountability Reporting (JCAR) proposes how colleges can report student job placement and licensure pass rates, transfer and graduation rates, and upper division and graduate school enrollment.

This study investigates how several vocational programs at San Diego Mesa College prepare students to succeed in the labor market after completing their training. Student placement and economic gains measured by wage rate after receiving a vocational certificate or associate degree were examined by tracking their wages and employment rates for three years after graduation through the Post-Education Employment Tracking System.

Method

The post-college employment and wages of San Diego Mesa College Students were measured by using the Post-Education Employment Tracking System (PEETS). PEETS is operated by the Chancellor's Office of the California Community Colleges in cooperation with the State of California's Employment Development Department (EDD). PEETS matches, by Social Security Number, students' demographic and educational data available in the Chancellor's Office Management Information System (MIS) and Unemployment Insurance (UI) Wage Record Data collected quarterly by EDD.

The Research and Planning Office prepared a data file for matching with State UI records. The data sent include student educational and demographic information including their age, sex, ethnicity, disability status, financial aid status, grades, degrees and certificates awarded, etc. UI wage records contain reports of earnings of each employee from employers as required in complying with the State's Unemployment Compensation law. Approximately 95% of individuals employed in California are included in UI wage records. UI wage data does not include those who are self-employed, paid entirely on commission basis, federal government employee, or work outside of California. Data were submitted on behalf of all three colleges and continuing education in the SDCCD.

In order to match student educational and demographic data with wage records, a student record file created by the SDCCD Research and Planning Office for the three colleges was submitted to EDD. After matching and adding wage record information, the student file was sent back to the Research and Planning Office for analysis. For confidentiality, student Social Security Numbers are replaced with student identification numbers during the matching process.

The participants of this study were former vocational students of San Diego Mesa College who left college in 1990-91 or 1991-92 and did not enroll thereafter. The students completed at least 6 units in the same four-digit vocational education Taxonomy of Programs (TOP) code at a Student Accountability Model (SAM) level of C or above. The data of former students were categorized by the program they were enrolled in, completion of the program, and their demographic characteristics (e.g., sex, age, ethnicity) for data analyses. Students who received a vocational certificate and those who received an associate degree in a vocational field were placed into the same educational attainment category in order to increase the cell size for analyses.

Findings and Discussion

- **Efficacy of the Post-Education Employment Tracking System (PEETS)**

PEETS is an effective way to collect data on students wages and employment. Districtwide, the wage records were available for approximately 75% of former vocational students for the last year of college, 67% for the first year, and 64% for the third year after leaving the college. This match rate is far higher than that obtained by student follow-up surveys. Response rates to such surveys are often below 15% of the sample.

The matching rates of Mesa College student records were somewhat higher than the San Diego Community College District. For Mesa College vocational students who completed a vocational program, 83% of wage records were matched by PEETS in the last year of college. The percentage of students whose records were matched by PEETS decreased slightly over time; However, 71% of student records were still able to be matched three years out of college. For students who did not complete a program, the results were similar.

Table 1: Numbers and Percentages of Students Whose Records were Available via PEETS

Mesa College Vocational Students 1990-91, 1991-92	Match Rates					
	Last Year College		1st Year after College		3rd Year after College	
	#	%	#	%	#	%
Certificate/Degree Holder (N=373) # Matched with PEETS	310	83.1	300	80.4	265	71.0
No Certificate/Degree (N=10,869) # Matched with PEETS	9,192	84.6	8,487	78.1	7,526	69.2

- **Comparison by Educational Attainment**

The following section compares wages and employment rates of students by educational attainment. For clarity and the ease of interpretation, the body of this report only makes a distinction between students who received a vocational certificate or degree and those who took some vocational education courses but did not receive a certificate or degree. The wages and employment rates of students by the number of vocational courses completed are summarized in the Appendix.

Students who received a vocational certificate or degree (Completers) were somewhat more likely to be employed for a longer term and to have a faster rate of wage gain than those who left college without receiving a certificate or degree (Leavers). A somewhat higher proportion of completers (80.8%) were employed for a full-year three years out of college compared to leavers (72.2%) (Table 2). The wage gain of completers (29.5%) in three years was also somewhat greater compared to leavers in the same period (19.5%).

Table 2: Wages of Former Students Who Participated in a Vocational Program

Vocational Program	Last Year of College	1st Year after College	3rd Year after College
Certificate/Degree Holder (N=373)			
# Matched with PEETS	310	300	265
% Employed for 4 Quarters *	72.3%	71.3%	80.8%
Average Wage	$ 21,759	$ 26,101	$ 28,174
Wage Gain (%)**	--	20.0%	29.5%
No Certificate/Degree (N=10,869)			
# Matched with PEETS	9,192	8,487	7,526
% Employed for 4 Quarters *	72.2%	72.5%	72.2%
Average Wage	$ 22,831	$ 24,791	$ 27,286
Wage Gain (%)**	--	8.5%	19.5%

* Percentages of students who were employed for 4 quarters against the number of those whose records were matched with PEETS

** Wage gain compared to the last year of college

Completers (68.7%) were slightly more likely than leavers (60.2%) to be earning more than the California Average Total Manufacturing Wages ($12,875) three years out of college (Table 3). Among those who earned over $12,875, wage gain was somewhat greater for completers (13.2%) than for leavers (7.7%). This is also significant because the completers often started out at a lower wage than leavers.

Table 3: Wages of Former Students Who Participated in a Vocational Program and Earned More than the Average Total Manufacturing Wages in California

Vocational Program	Last Year College	1st Year after College	3rd Year after College
Certificate/Degree Holder (N=373)			
# Matched with PEETS	310	300	265
% Earning More than $12,875 *	49.7%	59.3%	68.7%
Average Wage	$ 27,928	$ 29,565	$ 31,625
Wage Gain (%)**	--	5.9%	13.2%
No Certificate/Degree (N=10,869)			
# Matched with PEETS	9,192	8,487	7,526
% Earning More than $12,875 *	50.9%	56.2%	60.2%
Average Wage	$ 28,943	$ 29,609	$ 31,161
Wage Gain (%)**	--	2.5%	7.7%

* Percentage of former students who earned more than $12,875 among those whose records were matched with PEETS

** Wage gain compared to the last year of college

- **Comparison by the Demographic Characteristics**

1) Age Group

There are only minor differences in the percentages of students who were employed for 4 quarters by age group (Table 4). The wage gain in three years was more substantial for younger students. Students under 25 years had approximately a 40% wage gain whereas students over 34 years old had a 15% wage gain in three years. The percentage of students who earned more than $12,875 was slightly higher for students over 34 years than for younger students.

Table 4 : Post-College Wages and Employment Rates by Age Group

	Last Year College	1st Year after College	3rd Year after College
< 25 Years Old (N=119)			
# Matched with PEETS	108	99	85
% Employed for 4 Quarters *	72.2%	68.7%	81.2%
Average Wage	$ 16,153	$ 19,951	$ 22,375
Wage Gain (%) **	--	23.5%	38.5%
% Earning Over $12,875 *	41.7%	53.5%	68.3%
25 - 34 Years Old (N=159)			
# Matched with PEETS	128	129	114
% Employed for 4 Quarters	77.3%	70.5%	78.9%
Average Wage	$ 22,962	$ 27,918	$ 29,686
Wage Gain (%)	--	21.6%	29.3%
% Earning Over $12,875	56.2%	57.2%	65.7%
> 34 Years Old (N=94)			
# Matched with PEETS	73	72	66
% Employed for 4 Quarters	64.4%	76.4%	83.3%
Average Wage	$ 28,529	$ 30,698	$ 32,975
Wage Gain (%)	--	7.6%	15.6%
% Earning Over $12,875	50.7%	63.9%	74.2%

* Percentages are based on the number of those whose records were matched with PEETS

** Wage gain compared to the last year of college

Completing a degree or certificate was particularly valuable for older students. For students who were 25-34 years old, the wages of completers increased more rapidly than leavers. Completers average wage ($22,692) was somewhat lower than leavers ($25,822) in the last year of college, but their wages became approximately the same after completing the program ($27,918 vs. $27,506 in first year out of college, $29,686 vs. $30,714 in third year out of college) (Table 5). Completers over 34 years old also had a slightly lower average wage ($28,529) than leavers ($30,935) in the last year of college, but they earned somewhat higher wages ($32,975) than leavers ($30,964) after receiving a certificate or degree.

Table 5: Wages of Mesa College Students by Age and Educational Attainment

	Last Year in College	1st Year after College	3rd Year after College	Wage Gain in 3 years
< 25 Years Old				
Degree/ Certificate (N=119)	$ 16,153	$ 19,951	$ 22,375	38.5%
No Certificate/Degree (N=3,953)	$ 13,856	$ 16,134	$ 20,063	44.8%
25 - 34 Years Old				
Degree/ Certificate (N=159)	$ 22,962	$ 27,918	$ 29,686	29.3%
No Certificate/Degree (N=4,305)	$ 25,822	$ 27,506	$ 30,714	18.9%
> 34 Years Old				
Degree/ Certificate (N=94)	$ 28,529	$ 30,698	$ 32,975	15.6%
No Certificate/Degree (N=2,590)	$ 30,935	$ 31,944	$ 30,964	0.1%

2) Ethnicity

Approximately 87% of minority students were employed three years out of college (Table 6). This is almost 10% higher than non-minority students. In addition, a slightly higher percentage of minority students earned over $12,875 three years out of college compared to non-minority students. The wage gain of minority students was also slightly higher although the average wage in three years was higher among non-minority than minority students.

Table 6: Post-College Wages and Employment Rates by Ethnicity

	Last Year College	1st Year after College	3rd Year after College
Minority (N=108)			
# Matched with PEETS	83	84	75
% Employed for 4 Quarters *	67.5%	66.7%	86.7%
Average Wage	$ 18,599	$ 24,696	$ 25,168
Wage Gain (%) **	--	32.8%	35.3%
% Earning Over $12,875 *	39.8%	51.2%	73.3%
Non-Minority (N=262)			
# Matched with PEETS	225	214	189
% Employed for 4 Quarters	74.2%	73.4%	78.3%
Average Wage	$ 22,708	$ 26,453	$ 29,359
Wage Gain (%)	--	16.5%	29.3%
% Earning Over $12,875	53.3%	62.7%	66.6%

* Percentages are based on the number of those whose records were matched with PEETS

** Wage gain compared to the last year of college

For both minority and non-minority students, those who left college without completing a vocational program had approximately a 20% wage gain in three years (Table 7). In the same period, completers had approximately 30-35% wage gain.

Table 7: Wages by Ethnicity and Vocational Degree Attainment

	Last Year in College	1st Year after College	3rd Year after College	Wage Gain in 3 years
Minority				
Degree/ Certificate (N=108)	$ 18,599	$ 24,696	$ 25,168	35.3%
No Certificate/Degree (N=2,698)	$ 21,574	$ 23,936	$ 26,083	20.9%
Non-Minority				
Degree/ Certificate (N=262)	$ 22,708	$ 26,453	$ 29,359	29.3%
No Certificate/Degree (N=8,112)	$ 23,210	$ 25,016	$ 27,649	19.1%

3) Gender

Although male completers had a slightly higher average wage in three years, female completers were somewhat more likely to be employed for a full year and had a faster wage increase compared to men (Table 8). The percentages of students who earned more than $12,875 three years out of college were approximately the same for men and women.

Table 8: Post-College Wages and Employment Rates by Gender

	Last Year College	1st Year after College	3rd Year after College
Men (N=165)			
# Matched with PEETS	136	132	114
% Employed for 4 Quarters *	73.5%	68.2%	75.4%
Average Wage	$ 25,068	$ 29,091	$ 30,983
Wage Gain (%) **	--	16.0%	23.6%
% Earning Over $12,875 *	56.6%	54.6%	68.4%
Women (N=208)			
# Matched with PEETS	174	168	151
% Employed for 4 Quarters	71.3%	73.3%	84.8%
Average Wage	$ 19,090	$ 23,931	$ 26,287
Wage Gain (%)	--	25.4%	37.7%
% Earning Over $12,875	44.3%	62.7%	68.9%

* Percentages are based on the number of those whose records were matched with PEETS
** Wage gain compared to the last year of college

Men who completed a vocational program had a slightly higher wage increase than men without a certificate or degree. Women who received a certificate or degree had slightly lower wages and slower wage increase compared to women who did not receive a certificate or degree.

Table 9: Wages by Gender and Vocational Degree Attainment

	Last Year in College	1st Year after College	3rd Year after College	Wage Gain in 3 Years
Men				
Degree/ Certificate (N=165)	$ 25,068	$ 29,091	$ 30,983	23.6%
No Certificate/Degree (N=5,015)	$ 25,151	$ 27,433	$ 29,871	18.8%
Women				
Degree/ Certificate (N=208)	$ 19,090	$ 23,931	$ 26,287	37.7%
No Certificate/Degree (N=5,856)	$ 21,007	$ 22,686	$ 29,871	42.2%

4) Disability Status

Due to the small number of students with a disability included in the database, no analysis was conducted to compare wages and employment rates by student disability status.

• Comparison of Wages by Major Field

Table 10 shows wages and employment rates of Mesa College vocational students in some of major fields. The table contains the major fields which had more than 20 completers in 1990-91 and 1991-92. In all the field listed in the table, student wages increased substantially in three years (18.7 - 190.8%). The employment rates for third year out of college ranged from 68.8% for Electronics to 93.8% for Nursing.

Table 10: Wages of Mesa College Students by Major Field

Field	Last Year	1st Year	3rd Year	% Change *
Business (N=72)				
# matched with PEETS	n=60	n=60	n=62	
Annual Wage	$ 18,917	$ 22,030	$ 25,030	32.3%
% Employed for 4 Quarters	83.3%	75.0%	83.9%	0.6%
Electronics (N=22)				
# matched with PEETS	n=18	n=19	n=16	
Annual Wage	$ 26,620	$ 28,582	$ 31,604	18.7%
% Employed for 4 Quarters	72.2%	63.2%	68.8%	-3.4%
Nursing (N=20)				
# matched with PEETS	n=18	n=17	n=16	
Annual Wage	$ 18,532	$ 24,226	$ 27,179	46.7%
% Employed for 4 Quarters	55.6%	81.0%	93.8%	38.2%
Physical Therapy (N=22)				
# matched with PEETS	n=20	n=21	n=19	
Annual Wage	$ 10,035	$ 23,143	$ 29,181	190.8%
% Employed for 4 Quarters	60.0%	81.0%	89.5%	29.5%
Radiology Tech (N=20)				
# matched with PEETS	n=19	n=19	n=19	
Annual Wage	$ 30,894	$ 39,723	$ 38,269	23.9%
% Employed for 4 Quarters	89.5%	89.5%	84.2%	-5.3%

* Change from the last year of college to the third year after college

• Comparison to Other Colleges

The annual wages of Mesa College vocational students were compared to the SDCCD average and the aggregated average of California Community Colleges. Overall, average wages of Mesa College students were slightly lower than the SDCCD and aggregated average (Table 11). This may reflect a tendency toward lower average wages in the San Diego region.

Table 11: Comparison of Wages between San Diego Mesa College Students with the Aggregated California Community Colleges Average

	San Diego Mesa College	SDCCD Average	CA Community Colleges *
Vocational Degree All Students			
N	373	799	2,742
Last Year of College	$ 21,759	$ 25,605	$ 20,581
Third Year Out of College	$ 28,174	$ 31,664	$ 30,158
Wage Gain (%)	29.5%	23.7%	46.5%
Vocational Degree < 25 Years Old			
N	119	188	525
Last Year of College	$ 16,153	$ 14,846	$ 13,689
Third Year Out of College	$ 22,375	$ 22,378	$ 25,866
Wage Gain (%)	38.5%	50.7%	88.9%
Vocational Degree Male			
N	165	411	910
Last Year of College	$ 25,068	$ 28,888	$ 27,185
Third Year Out of College	$ 30,983	$ 33,609	$ 33,583
Wage Gain (%)	23.6%	16.3%	23.5%
Vocational Degree Female			
N	208	388	1,830
Last Year of College	$ 19,090	$ 22,327	$ 20,435
Third Year Out of College	$ 26,287	$ 29,962	$ 31,705
Wage Gain (%)	37.7%	34.2%	55.2%
Vocational Degree Minority			
N	108	293	1,374
Last Year of College	$ 18,599	$ 22,698	$ 22 664
Third Year Out of College	$ 25,168	$ 29,149	$ 30 825
Wage Gain (%)	35.3%	28.4%	36.0%
Vocational Degree Non-Minority			
N	262	501	1,064
Last Year of College	$ 22,708	$ 29,630	$ 24,316
Third Year Out of College	$ 29,359	$ 33,027	$ 34,485
Wage Gain (%)	29.3%	11.5%	41.8%

* Aggregated average of 17 community colleges in California. It includes Cabrillo College, Cuyamaca College, Grossmont College, Los Angeles Trade-Tech College, West Los Angeles College, Mission College, College of Alameda, Laney College, Merritt College, Vista College, San Diego City College, San Diego Mesa College, San Diego Miramar College, San Diego Community College Adult Program, Santa Barbara City College, Moorpark College, Oxnard College, and Ventura College

Summary

For San Diego Mesa College students, more than 70% of wage record data were found using the data matching approach. Students who received a vocational certificate or degree were generally more likely to be employed for four quarters and to have a faster rate of wage gain compared to students who left college without receiving a vocational certificate or degree.

Minority completers were slightly more likely to earn over the state average manufacturing wage compared to non-minority completers and also had a greater wage gain. Female completers were somewhat more likely to be employed for a full-year and slightly greater wage gain in three years compared to male completers. Completers under 25 years had a faster wage increase than completers over 25 years old.

In some comparisons in the body of this report, students without a vocational certificate or associate degree had a higher average wage than completers. This finding may be due to the fact that the available database does not distinguish between leavers who did not continue their education after leaving a community college and those who transferred and acquired a Bachelor's degree afterwards. Students who transferred after completing a vocational degree may still have been in school three year after leaving Mesa College. In order to identify students who later received a Bachelor's degree, an agreement with CSU has been made to match student records, and it enables the assessment of the value of completing upper division courses. It would also provide information regarding student transfer to and graduation rates from a four year university. This would be consistent with the recommendation of the Joint Commissions on Accountability Reporting (JCAR) that placement after college include both job placement, transfer, and upper division and graduate school enrollment.

There are several other efforts being made to improve the efficacy of PEETS. PEETS currently does not include wage record data of students who are federal employees, self-employed, or entirely paid on a commission basis. The agreement to match EDD's wage records and the employment records of the US Military, the US Office of Personnel and the California State Franchise Board has been made, and the percentage of students included in the wage record data is hoped to increase in the future.

References

Friedlander, J. *Using Wage Record Data to Track the Post-College Employment Rates and Wages of California Community College Students.* Santa Barbara City College, Santa Barbara, California, 1996.

A Need Answered: JCAR Technical Conventions Manual. AASCU Publications, Washington, DC.

Appendix

Table A-1: Wages and Employment Rates by the Number of Units Completed - All Ages

	Completers Average	Leavers				Overall Average
		Leavers Average	< 12 units completed	< 24 units completed	> 24 units completed	
Cohort	373	10,869	5,444	2,527	2,898	11,242
# matched in last year of college	310	9,192	4,679	2,136	2,377	9,502
% employed for 4 quarters	72.3%	72.2%	74.3%	71.5%	68.8%	72.2%
Aver wage	$ 21,759	$ 22,831	$ 25,293	$ 22,245	$ 18,146	$ 22,796
% earning over state aver ($12,875)	49.7%	51.2%	58.0%	48.7%	40.1%	51.2%
Aver earning over state aver ($12,875)	$ 27,928	$ 28,943	$ 30,165	$ 28,939	$ 25,468	$ 28,911
# matched in 1st year after college	300	8,487	4,336	1,948	2,203	8,787
% employed for 4 quarters	71.3%	72.5%	74.8%	72.9%	67.5%	72.4%
1st year aver wage	$ 26,101	$ 24,791	$ 27,057	$ 24,012	$ 20,593	$ 24,835
% earning over state aver ($12,875)	59.3%	56.3%	61.9%	55.0%	46.6%	56.4%
Aver earning over state aver ($12,875)	$ 29,565	$ 29,609	$ 30,967	$ 29,301	$ 26,379	$ 29,607
# matched in 3rd year after college	265	7,526	3,794	1,727	2,005	7,791
% employed for 4 quarters	80.8%	72.2%	73.1%	71.9%	70.7%	72.5%
3rd year aver wage	$ 28,174	$ 27,286	$ 29,229	$ 26,484	$ 24,187	$ 27,320
% earning over state aver ($12,875)	68.7%	60.2%	63.2%	58.5%	56.0%	60.5%
Aver earning over state aver ($12,875)	$ 31,625	$ 31,161	$ 32,594	$ 30,756	$ 28,466	$ 31,179
Wage gain from last to 1st year	$ 4,342	$ 1,960	$ 1,764	$ 1,767	$ 2,447	$ 2,039
Gain % from last to 1st year	20.0%	8.6%	7.0%	7.9%	13.5%	8.9%
Wage gain over aver last to 1st year	$ 1,637	$ 666	$ 802	$ 362	$ 911	$ 696
Gain % over aver last to 1st year	5.9%	2.3%	2.7%	1.3%	3.6%	2.4%
Wage gain from last to 3rd year	$ 6,415	$ 4,455	$ 3,936	$ 4,239	$ 6,041	$ 4,523
Gain % from last to 3rd year	29.5%	19.5%	15.6%	19.1%	33.3%	19.8%
Wage gain over aver last to 3rd year	$ 3,697	$ 2,218	$ 2,429	$ 1,817	$ 2,998	$ 2,268
Gain % over aver last to 3rd year	13.2%	7.7%	8.1%	6.3%	11.8%	7.8%
Wage gain from 1st to 3rd year	$ 2,073	$ 2,495	$ 2,172	$ 2,472	$ 3,594	$ 2,485
Gain % from 1st to 3rd year	7.9%	10.1%	8.0%	10.3%	17.5%	10.0%
Wage gain over aver 1st to 3rd year	$ 2,060	$ 1,552	$ 1,627	$ 1,455	$ 2,087	$ 1,572
Gain % over aver 1st to 3rd year	7.0%	5.2%	5.3%	5.0%	7.9%	5.3%

Table A-2: Wages and Employment Rates by the Number of Units Completed - Under 25 Years Old

	Completers Average	Leavers				Overall Average
		Leavers Average	< 12 units completed	< 24 units completed	> 24 units completed	
Cohort	119	3,953	1,515	1,023	1,415	4,072
# matched in last year of college	108	3,459	1,368	895	1,196	3,567
% employed for 4 quarters	72.2%	66.5%	67.0%	65.5%	66.6%	66.6%
Aver wage	$ 16,153	$ 13,856	$ 14,687	$ 13,309	$ 13,301	$ 13,931
% earning over state aver ($12,875)	41.7%	30.7%	34.6%	28.6%	27.8%	31.0%
Aver earning over state aver ($12,875)	$ 21,973	$ 21,075	$ 21,190	$ 20,564	$ 21,305	$ 21,112
# matched in 1st year after college	99	3,123	1,226	802	1,095	3,222
% employed for 4 quarters	68.7%	65.4%	68.6%	65.1%	61.9%	65.5%
1st year aver wage	$ 19,951	$ 16,134	$ 17,281	$ 15,245	$ 15,397	$ 16,258
% earning over state aver ($12,875)	53.5%	38.5%	43.9%	36.2%	34.0%	38.9%
Aver earning over state aver ($12,875)	$ 23,091	$ 21,938	$ 22,386	$ 21,206	$ 21,861	$ 21,987
# matched in 3rd year after college	85	2,796	1,088	711	997	2,881
% employed for 4 quarters	81.2%	67.2%	67.2%	65.8%	68.2%	67.6%
3rd year aver wage	$ 22,375	$ 20,063	$ 20,664	$ 18,987	$ 20,156	$ 20,145
% earning over state aver ($12,875)	68.3%	48.9%	50.7%	45.5%	49.5%	49.5%
Aver earning over state aver ($12,875)	$ 25,015	$ 24,587	$ 24,825	$ 23,887	$ 24,779	$ 24,604
Wage gain from last to 1st year	$ 3,798	$ 2,279	$ 2,594	$ 1,936	$ 2,096	$ 2,327
Gain % from last to 1st year	23.5%	16.4%	17.7%	14.5%	15.8%	16.7%
Wage gain over aver last to 1st year.	$ 1,118	$ 863	$ 1,196	$ 642	$ 556	$ 875
Gain % over aver last to 1st year	5.1%	4.1%	5.6%	3.1%	2.6%	4.1%
Wage gain from last to 3rd year	$ 6,222	$ 6,207	$ 5,977	$ 5,678	$ 6,855	$ 6,214
Gain % from last to 3rd year	38.5%	44.8%	40.7%	42.7%	51.5%	44.6%
Wage gain over aver last to 3rd year	$ 3,042	$ 3,512	$ 3,635	$ 3,323	$ 3,474	$ 3,492
Gain % over aver last to 3rd year	13.8%	16.7%	17.2%	16.2%	16.3%	16.5%
Wage gain from 1st to 3rd year	$ 2,424	$ 3,928	$ 3,383	$ 3,742	$ 4,759	$ 3,887
Gain % from 1st to 3rd year	12.1%	24.3%	19.6%	24.5%	30.9%	23.9%
Wage gain over aver 1st to 3rd year	$ 1,924	$ 2,649	$ 2,439	$ 2,681	$ 2,918	$ 2,617
Gain % over aver 1st to 3rd year	8.3%	12.1%	10.9%	12.6%	13.3%	11.9%